

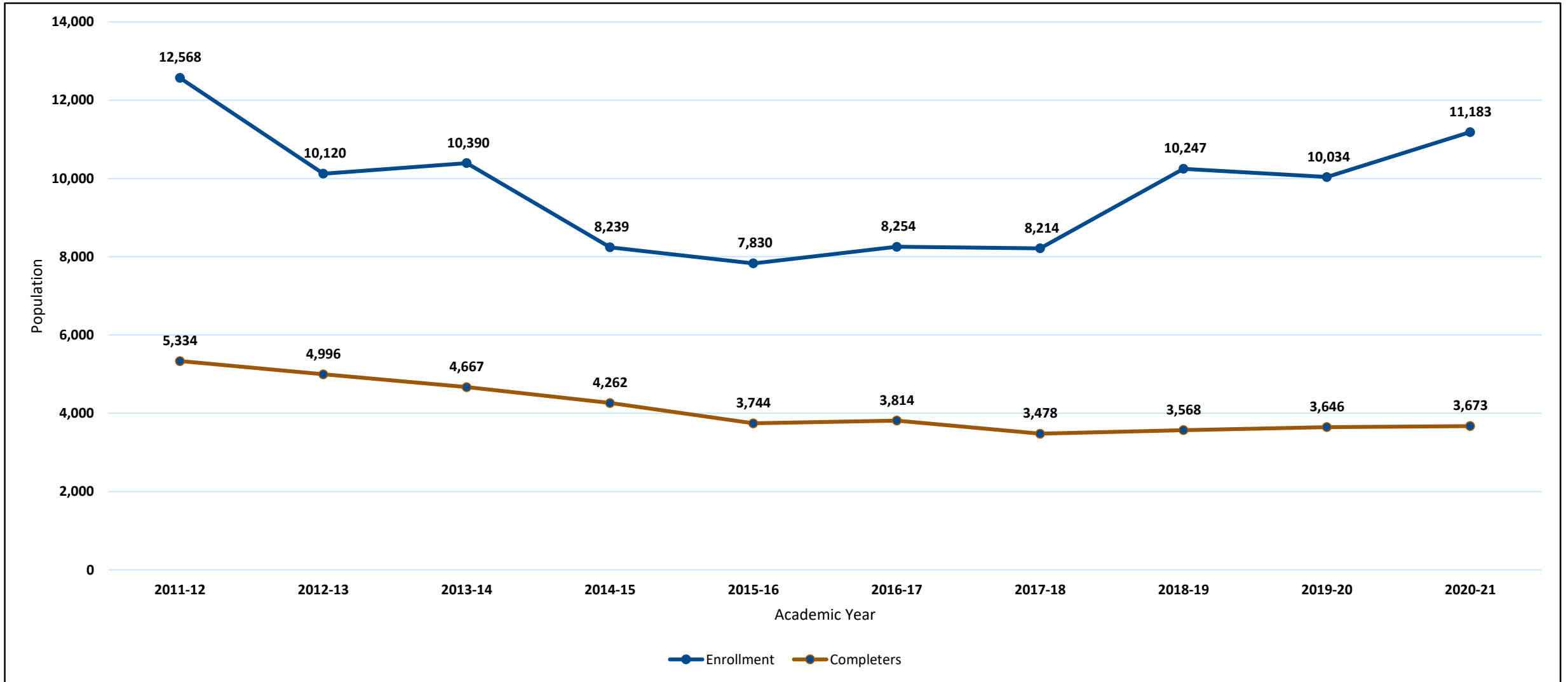
Report on Teacher Workforce

January 2023



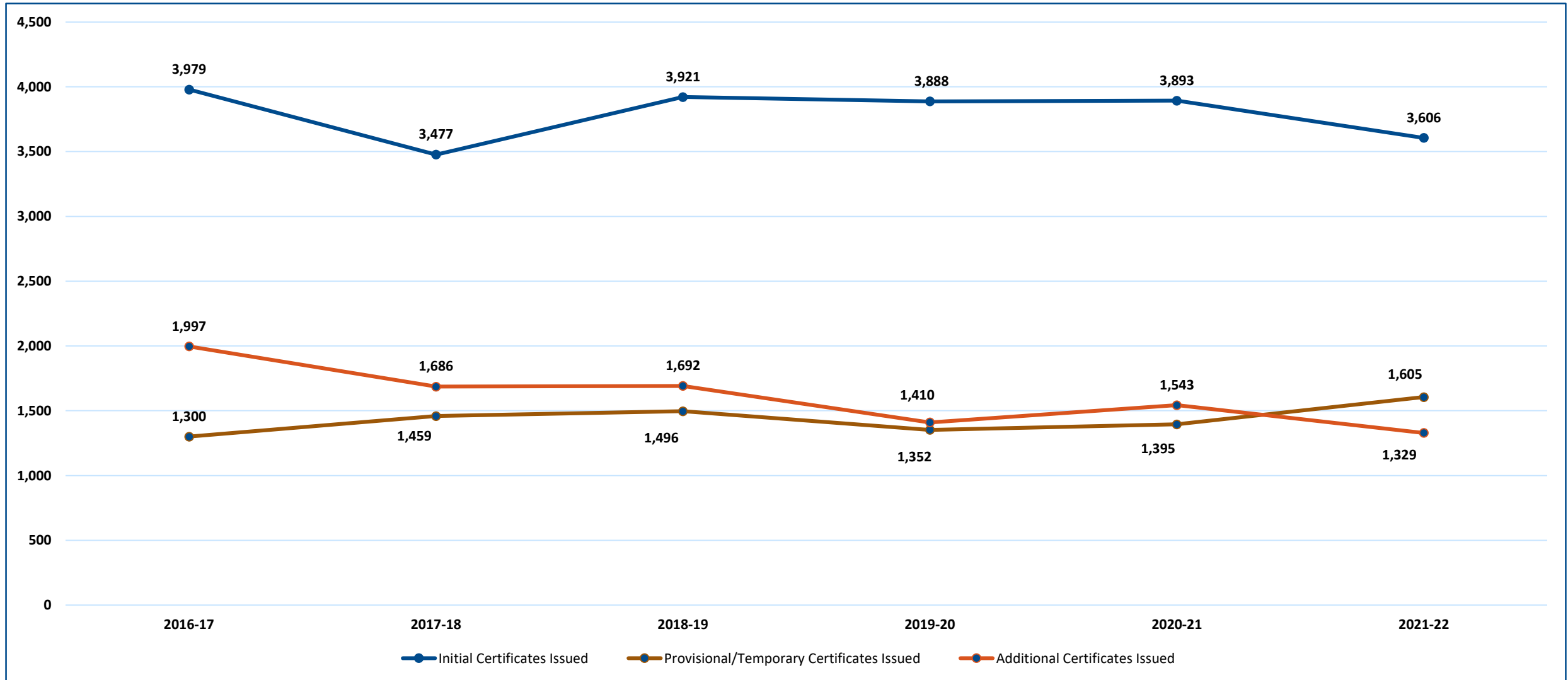
Educator Preparation Program Enrollment

2011-12 to 2020-21



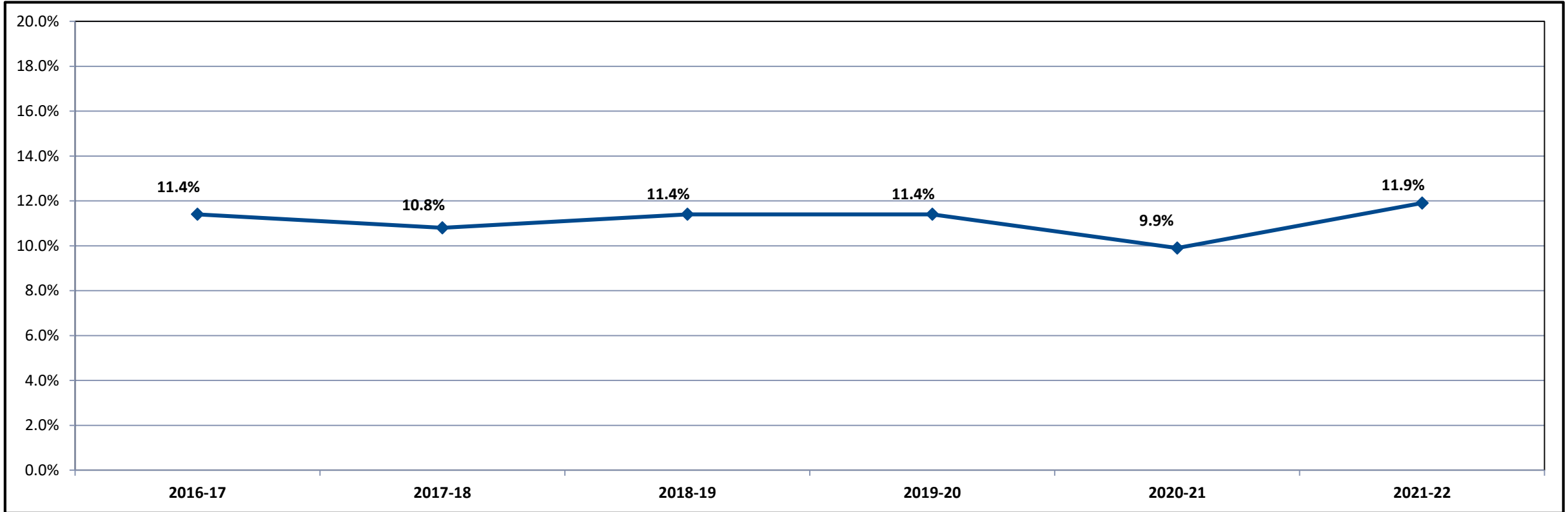
Teacher Certificates Issued

2016-17 to 2021-22



Teacher Hiring Rates

2016-17 to 2021-22



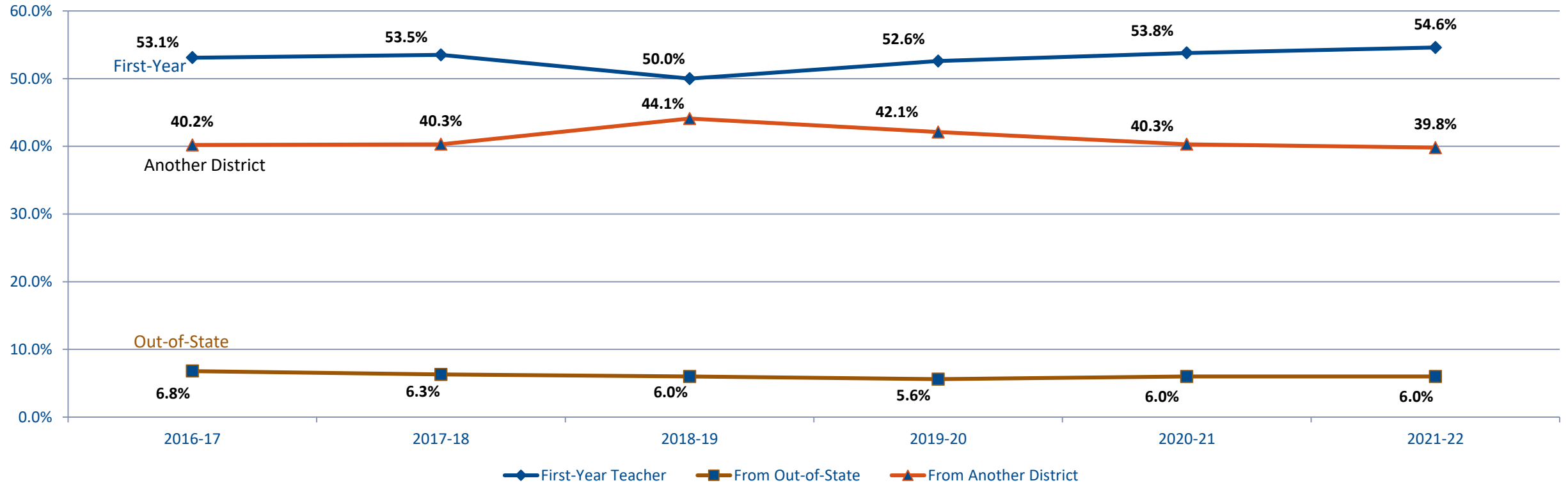
Hiring & Retention Rates 2016-17 to 2021-22						
School Year	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Total Teachers	70,244	70,618	70,816	71,170	70,832	71,713
District New Hires	8,024	7,649	8,061	8,091	7,031	8,547
Teacher Hiring Rate	11.4%	10.8%	11.4%	11.4%	9.9%	11.9%
Overall Teacher Retention Rate	88.6%	89.2%	88.6%	88.6%	90.1%	88.1%

* Calculation based on filling any educator position regardless of the reason the position became vacant, Recruitment and Retention Report 2022

District New Hires

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2016-17 to 2021-22

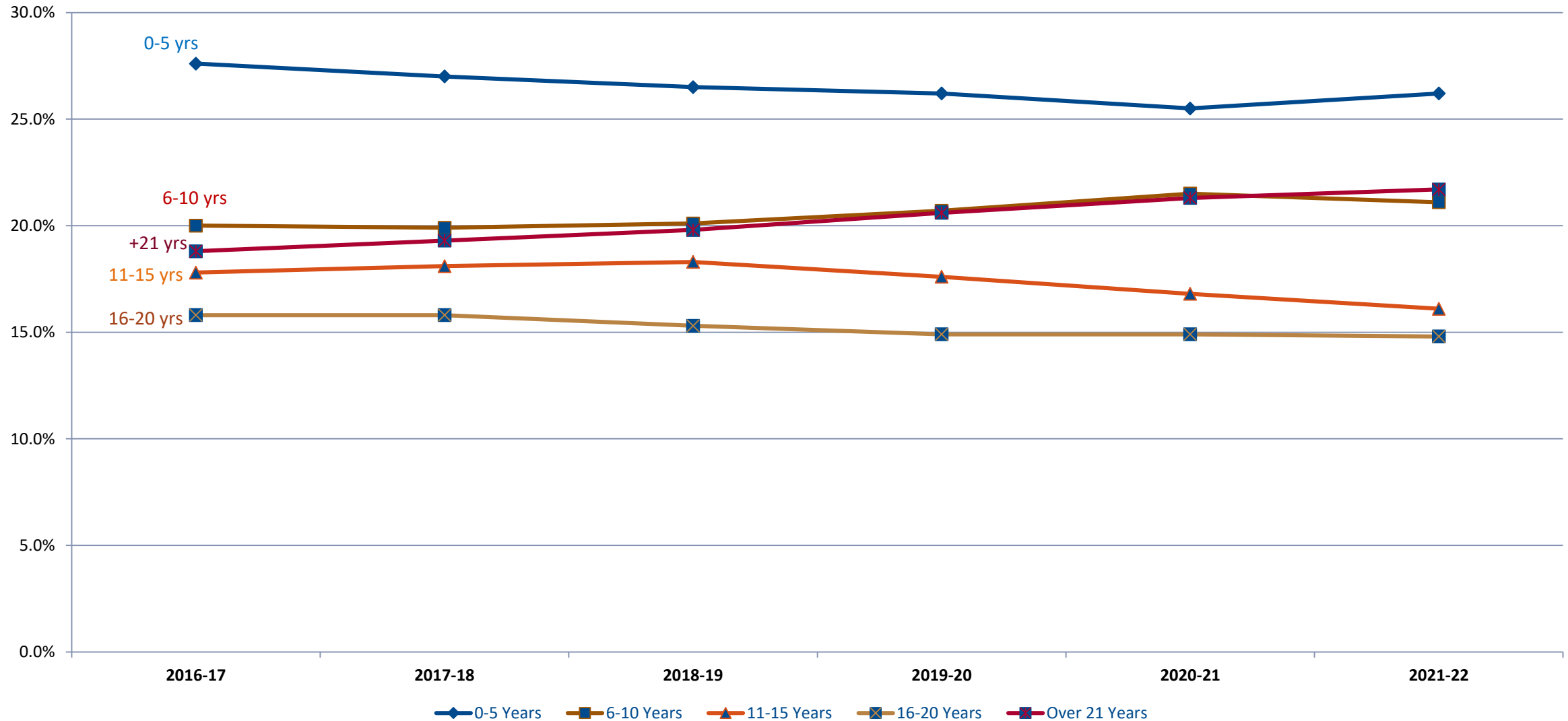


District New Hires 2016-17 to 2020-22						
School Year	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Total New Hires	8,024	7,649	8,061	8,091	7,031	8,547
First-Year Teachers	53.1%	53.5%	50.0%	52.6%	53.8%	54.6%
From Another District	40.2%	40.3%	44.1%	42.1%	40.3%	39.8%
From Out-of-State	6.8%	6.3%	6.0%	5.6%	6.0%	6.0%

*October Cycle of the MOSIS/Core Data System, Recruitment and Retention Report 2022

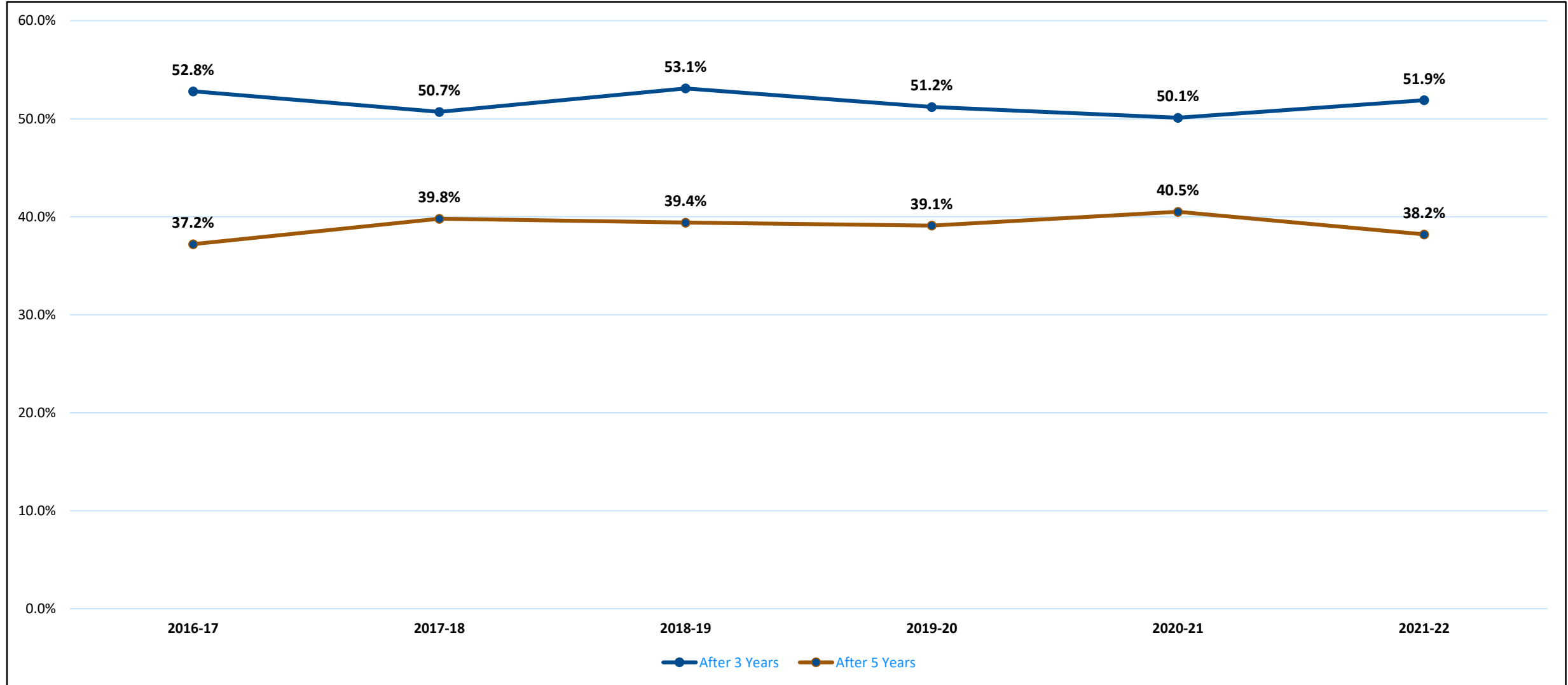
Teachers' Years of Experience

2016-17 to 2021-22



First-Year Teacher Retention

2016-17 to 2021-22



Teacher Shortage

Inappropriately certified by content area

Subject Area	Full-Time Equivalent (FTE) Unqualified	Shortage Indicator by Total FTE
Elementary Education 1-6	523.32	0.73%
Mild/Moderate Cross Categorical K-12	409.20	0.57%
Early Childhood Special Education B-3	391.10	0.55%
Early Childhood Education B-3	372.29	0.52%
Social Science 5-9	281.88	0.39%
Physics 9-12	281.67	0.39%
Mathematics 5-9	234.73	0.33%
Severely Developmentally Disabled B-12	204.77	0.29%
Biology 9-12	199.07	0.28%
General Science 5-9	191.73	0.27%



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